

ANSWERS TO POST TEST

Matching

1. D
2. C
3. A
4. G
5. E
6. B
7. I
8. F
9. J
10. H

True/False

1. (True) Visuals of a sexual nature, such as photographs, magazines, calendars, posters, computer graphics or cartoons can be considered, if unwelcome, to be a form of sexual harassment. Sexual visuals in the work place can contribute to or create a sexually hostile work environment (see pages 18-20).
2. (False) In assessing behavior that might be sexually harassing, the motivation of the person doing the behavior is generally irrelevant in the evaluation. What is at issue is the welcomeness of the behavior which is determined by the recipient. The intentions of the person doing the behavior are only important in cases in which the motivation is to intentionally harass the recipient. Remember that the EFFECT of the behavior, not only the INTENT, is taken into consideration when determining cases of alleged sexual harassment (see pages 21 and 47).
3. (True) An individual employee who has engaged in sexual harassment or retaliated against someone who complained of sexual harassment, in addition to that person's supervisor and the employer, can be named in a civil lawsuit (see pages 32 and 39).
4. (False) The situation described in this statement refers to an example of quid pro quo sexual harassment. Threatening the denial of an employment benefit is illegal as the actual denial of the benefit. This would be true for any employment decision or term or condition of employment that is based on the submission to, or rejection of, sexual harassment (see page 19).
5. (False) Harassment can include behavior that is based on gender, but not necessarily sexual in nature. This form is called sex-based harassment. Sex-based harassment includes behaviors that ridicule, denigrate or harass a person because of her or his gender and is a form of sex discrimination (see page 23).

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6. (True) Quid pro quo harassment is basing an employment decision on submission to requests for sexual favors. "Quid pro quo" is a Latin phrase meaning "something for something" (see page 19).
7. (False) Sexual language is no more appropriate in a male-dominated work environment than ethnic jokes in a work environment that is predominantly of one ethnic group. Whether or not someone complains, inappropriate work place behavior should be stopped. Sexual harassment can occur without the recipient complaining about the behavior. It is often not clear when someone "seems to mind." There are many instances, for example, when someone might be offended by behavior but will not speak up (see pages 16-21 and 29).
8. (True) According to the EEOC Guidelines, the employer, meaning "supervisor" in this case, is responsible for acts of sexual harassment where the employer "knew or should have known of the conduct, unless he/she can show he/she took immediate and appropriate corrective action." If the sexual harassment is pervasive and has been occurring over a period of time, the supervisor could be held responsible for it even if the supervisor did not receive a complaint (see pages 21 and 36).
9. (True) Retaliation is a violation of federal law (see page 13).
10. (False) The supervisor should be a neutral fact-finder. The supervisor should handle the situation as an interview and ask certain questions such as, (see pages 36-38). If the supervisor gives reasons for the alleged harasser's behavior, he or she could: (a) be perceived by the alleged recipient as not taking her/his complaint seriously; and (b) be perceived as making excuses for the alleged harasser.